



## STATEMENT ON DISCRIMINATORY AND SEXUAL HARASSMENT

The success of the Department's work to create a more secure, democratic, and prosperous world depends on the collective efforts of its diverse and talented workforce. Discriminatory and sexual harassment erode the morale and the integrity of our workplace, and undermine the activities of the Department. We must all ensure a positive and professional work environment in which all employees can contribute to our mission without fear of harassment.

The Department of State is fully committed to the prevention and elimination of discriminatory and sexual harassment within its workforce. Discriminatory harassment includes any conduct targeting an individual's or group's race, color, national origin, sex, age, religion, disability (physical or mental), sexual orientation, or gender identity that results in a tangible employment action or creates a hostile work environment. Sexual harassment consists of unsolicited or unwelcome verbal comments, gestures, or physical contacts of a sexual nature that affect an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment. Workplace harassment erodes employees' respect for and confidence in the Department, thus inhibiting full contribution to our mission. The Department upholds a zero tolerance policy regarding both discriminatory and sexual harassment. All allegations of harassment will be promptly investigated and addressed, and the Department will take immediate action to halt unwelcome behavior should it find that harassment has occurred.

All individuals within the Department are responsible for adhering to this policy. Managers and supervisors are responsible for creating and maintaining a workplace free of harassment, reporting any allegations of harassment that arise under their leadership, and participating in the process to resolve allegations of harassment. Leadership will be held accountable for the standard it sets for the workforce. Employees will be subject to disciplinary or other employment action should they be found to have engaged in discriminatory or sexual harassment. Everyone in our community must strive to set an example for others through their personal conduct.

We must create a model workplace by preventing and eliminating discriminatory and sexual harassment. In doing so, we can help ensure that each employee gives their best efforts in support of the success of the Department of State and its critical global mission.

Hillary Rodham Clinton